

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
For period covering October 1, 2004, to September 30, 2005.			
PART A Department or Agency Identifying Information	1. Agency		1. Department of Navy
	1.a. 2 nd level reporting component		Commander, Naval Security Group
	1.b. 3 rd level reporting component		
	1.c. 4 th level reporting component		
	2. Address		2. 9800 Savage Road
	3. City, State, Zip Code		3. Fort Meade, Maryland 20755-6585
	4. CPDF Code	5. FIPS code(s)	4. NV69
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 422
	2. Enter total number of temporary employees		2.
	3. Enter total number employees paid from non-appropriated funds		3.
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 422
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		COMMANDER/EQUAL EMPLOYMENT OFFICER
	2. Agency Head Designee		2. RADM A.M Singer, Commander, Naval Security Group
	3. Principal EEO Director/Official Official Title/series/grade		3. Ms. Lucinda T. Marshall, Command Deputy Equal Employment Opportunity Officer, GG-0260, GS-14
	4. Title VII Affirmative EEO Program Official		4. Same as above
	5. Section 501 Affirmative Action Program Official		5. Same as above
	6. Complaint Processing Program Manager		6. Same as above
	7. Other Responsible EEO Staff		

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PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes
	NSG Washington, DC	
	NSGA Hawaii	
	NSGA Norfolk, VA	
	NSGA Pensacola, FL	
	NSGA Sugar Grove, WV	
	NSGA FT. Meade, MD	
	NSGA FT. Gordon, GA	
EEOC FORMS and Documents Included With This Report		
*Executive Summary [FORM 715-01 PART E], that includes:	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self- assessment against MD-715 "Essential Elements"	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	*Organizational Chart	

EEOC FORM
715-01
PART E

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

Commander, Naval Security Group

For period covering October 1, 2004, to September 30, 2005.

EXECUTIVE SUMMARY

The *Annual Equal Employment Opportunity (EEO) Program Status Report* is submitted to the Department of Navy who in turn extracts data to produce the Department of Navy report that is submitted to Congress. This report replaces the historic Affirmative Employment Program Plan is comprised of four major sections (Command Identification, Command Self Assessment, Program Barriers and the Person's With Disabilities Special Program Plan).

The essential elements of the program plan are (1) Demonstrated commitment from agency leadership, (2) Integration of EEO into the agency's strategic plan, (3) Management and program accountability, (4) Proactive prevention of unlawful discrimination, (5) Efficiency; and (6) Responsiveness and Legal Compliance.

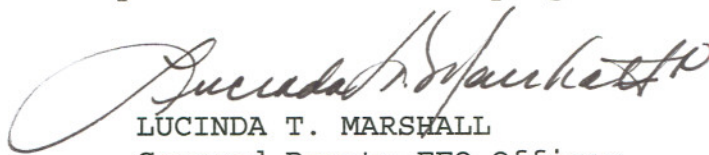
The essential elements are assessed based on the current demographics of the organization, the self-assessment and involvement of program officials in the area of Equal Opportunity.

The mission of Naval Security Group is to perform Cryptology and related functions; to perform Information/Command and Control Warfare and related functions; to provide, operate and maintain an adequate Naval Security Group; to approve requirements for the use of existing Naval Security Group capabilities and resources; to coordinate the execution of approved cryptologic/IW/C2W programs; and to exercise command authority over and be responsible for primary support of shore activities and resources as may be assigned. The vision remains Maritime Information Dominance for America. In support to that, the Naval Security Group Commands EEO Program Report shows the following:

- (1) There is a clear and documented commitment from the Command's Leadership through policy statements, continued reinforcement of EEO policies, programs and process. An aggressive stance to fully staff the program office, completely fund training and travel requirements and involvement of personnel at all levels of the organization attest to the success of program initiatives.

- (2) The EEO Office is actively involved with all programs and process involving the recruiting, training and retaining of civilian personnel. The Command Deputy EEO Officer remains an integral part of the leadership staff.
- (3) Management continues to proactively work to resolve issues at the informal stage achieving a 100% resolution rate of claims. Claims are handled at the grass root level and the command takes a corporate stance of responding to potential issues that may inherently lead to a claim of discrimination and/or sexual harassment.
- (4) Although the EEO office is not fully staffed, action items are performed in a timely manner and are often used as benchmarks to Department of Navy initiatives and remains in compliance with directives that govern the Equal Employment Opportunity Program.
- (5) While internal databases show a significant decrease in the size of the work force, the changes has had minimal impacts affecting the hiring, retaining and promoting of women and minorities. Due to the unavailability of official statistical data, no barriers are reported.

Naval Security Group Command's EEO program was commended in 2004 for its excellence in the areas of human resources, diversity and closing the gaps of under representation across the spectrum. The organization continues to work a proactive program and seeks daily to excel through on-going assessments, participation of personnel at all levels and genuine commitment and involvement in all facets of the Department of Navy and Department of Defense program initiatives.



LUCINDA T. MARSHALL

Command Deputy EEO Officer

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PART F

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I,

Lucinda T. Marshall, Command Deputy Equal Employment
Opportunity Officer, GG-0260, GS-14

am the

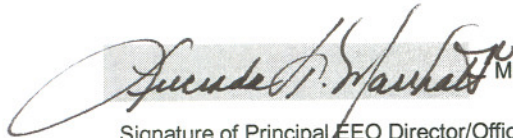
Principal EEO Director/Official
for

Commander, Naval Security Group Command

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Ms. Lucinda T. Marshall, Command Deputy EEO Officer


Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



W.D. Masters, RDML, Vice Commander, Naval Security Group Command

Signature of Agency Head or Agency Head Designee



Date



Date